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Approved For Release 2002/08/01 : CIA-RDP78-04718A002000420068-1

16 MAY 1956

TO: Deputy Director (Support)

SUBJECT: Mobilization Requirements for Professional Psychologists

This staff study contains recommendations submitted for DD/S approval. Such recommendations are contained in paragraph 5.

1. PROBLEM

To determine a means which will assure that the Central Intelligence Agency will have the requisite number of professional psychologists in its employ or available for employment at the time of mobilization.

2. ASSUMPTIONS

- a. A critical shortage of professional psychologists, qualified to practice applied psychology in training or assessment situations, will develop as the demand for this category of specialists increases under mobilization conditions.
- b. The Central Intelligence Agency will undergo a rapid manpower expansion at time of national emergency, thereby creating a need for additional psychologists.
- c. The inclusion of professional psychologists among the critical manpower specialties, identified by the Department of Labor, is more than likely to occur when this field is surveyed in terms of national war-manpower needs.

3. FACTS BEARING ON THE PROBLEM

- a. Selective Services Bulletin #10, dated 18 June 1942, and the succeeding issue of this Bulletin, dated 14 December 1942, placed psychologists on the critical manpower list. This shortage was due to the increased demand, by the armed services, for this category of professional personnel. Other government activities, industrial and educational organizations also established needs for psychologists adding to the growing demand in the military establishment.

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SUBJECT: Mobilization Requirements for Professional Psychologists

- b. The demand for psychologists in the armed forces became acute during the period 1942 - 1943; in fact, so acute that the Army trained over 1200 soldiers under the Armed Services Training Program as psychological assistants. Those selected were college graduates with at least three previous courses in psychology. They were given at least one year of intensive training at the graduate level. Partly because of this course of action, psychologists were dropped by the Selective Service from the critical list in 1943.
- c. In the period immediately following World War II the National Register of Scientific and Technical Personnel, now operated by the National Science Foundation, conducted a survey of several scientific and professional fields to determine the wartime utilization of this type of manpower. The survey reveals that by June 1944, 64% of all male psychologists under 38 years of age were in the military service. This was a higher percentage of military participation than was found in any of the other professional groups examined.
- d. During future periods of emergency, increased mobilization demands for psychologists would not be limited to the Department of Defense since the range of activities in which psychologists are presently engaged is continually expanding.
- e. The application of psychology to CIA activities is sufficiently distinctive to require a considerable period of on-the-job training and experience before the incumbent becomes an effective member of the Assessment and Evaluation Staff, Office of Training.
- f. The staff and the consultant psychologists employed by CIA are already working at maximum capacity and without augmentation would be unable to cope with any marked increase in the agency's requirements for their professional services. As a matter of fact, only one of the present consultants could be considered as a prospective candidate for wartime employment by CIA. All other psychological consultants to CIA have other commitments which would take precedence during wartime.
- g. Recruitment of psychologists of interest to CIA is restricted primarily to the membership of the American Psychological Association, since this is the most fertile source for the type of specialist required by this Agency. Approximately 15,000 psychologists are members of this organization. However, after taking into consideration training, experience, age, sex, and security qualifications, no more than 1000 of this membership would meet the Agency's position qualifications.

SECRET

Approved For Release 2002/05/06 : CIA-RDP78-04718A002000420068-1

SUBJECT: Mobilization Requirements for Professional Psychologists

- a. The Department of Defense and other agencies would be in direct competition with CIA during periods of mobilization for the majority of psychologists to be found in this more selective group. A number of these psychologists qualified for Agency employment are known to be military reservists.

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- j. At least 50 additional psychologists will be required on or about "M" Day if the Agency's requirements for psychological services are to be met. Maximum cost to the Agency to implement this program can be held to \$20,000 per annum. This can be accomplished by establishing a base salary not to exceed \$700 per month per individual and limiting the number of psychologists in this program to a maximum of 25 each fiscal year. This would result in a net annual salary cost of \$17,500. Since the majority of these psychologists would come from states along the Eastern Seaboard, the remaining sum of \$2500 would be adequate to cover the estimated cost of travel and per diem while in a travel status. Considering the lead time required to recruit and enter consultant psychologists on duty, it is anticipated that very few could actually be employed prior to FY 1958. In the event the program is approved, all expenditures prior to 1 July 1957 can be absorbed within the projected FY 1957 budget for Assessment and Evaluation consultants.

4. **CONCLUSIONS**

- a. The Central Intelligence Agency will have an increased requirement for psychological services during and immediately following periods of mobilization for a general war.
- b. The demand for psychologists by the military services, other government agencies, industry and private institutions will exceed the number of qualified psychologists available at time of mobilization.
- c. The demand for psychologists by the Central Intelligence Agency on "M" Day cannot be satisfied by those untrained in the techniques employed by the Assessment and Evaluation Staff, Office of Training.
- d. The time required to train psychologists within the Agency is of sufficient duration (approximately nine to twelve months) to make it impractical to attempt this training under mobilization conditions.

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SUBJECT: Mobilization Requirements for Professional Psychologists

- e. Early identification and recruitment of psychologists as consultants with the provision that these individuals are to be brought on full duty with CIA on or about "M" Day, would be one method of ensuring that the Agency's requirement for this category of manpower will be met.

5. ACTION RECOMMENDED

- a. The Office of Training be authorized:
 - (1) to select and recruit 50 additional psychologists as consultants;
 - (2) to bring on duty each fiscal year at least 25 of these consultants for periods of 30 days;
 - (3) to expend \$20,000 annually for salaries, travel allowances, and per diem in connection with this program, beginning FY 1958.
- b. A condition be imposed on each consultant prior to his employment that he will willingly accept full-time duty with CIA when and if mobilization occurs, at a salary scale commensurate with contemporary civilian psychologists in the employ of this Agency or at a scale comparable to his military rank if applicable.
- c. In each case where consultant psychologists recruited by the Office of Training hold commissions in the active or inactive reserve, the Office of Personnel acting on the request of the Chief, Assessment and Evaluation Staff, Office of Training, submit the appropriate recommendation to the Department of Defense for the inclusion of these individuals on the established CIA Table of Distribution.

SIGNED

MATTHEW BAIRD
Director of Training

THE RECOMMENDATIONS IN PARAGRAPH 5. ARE APPROVED (DISAPPROVED):

Deputy Director (Support)

Date

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DD/S
50-2473

11 JUL 1956

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: OTR Staff Study, "Mobilization Requirements
for Professional Psychologists," dated
27 June 1956

1. The subject Staff Study, previously presented on 29 May 56, has been revised in accordance with discussions between representatives of this Office and the Office of Training. Changes have been

2. Actual commitments on civilian reserve personnel as to nature of appointment, training duty, and remuneration should be compatible with the Agency-wide plan for a civilian Specialist Reserve, which this Office now has under study for presentation to the Career Council, at its direction, in the early fall.

3. Inasmuch as authority to obligate funds is not asked for until FY 1958, I recommend your approval of this study in principle, subject to conformance with Agency policies at the time funds are obligated.

SIGNED

Harrison G. Reynolds
Director of Personnel

Attachment
OTR Staff Study

Distribution:

Orig. and 1 - Addressee ✓
1 - D/Pers
1 - DD/Pers/PD
1 - Mob Staff

DD/Pers/PD: [] mb: (9 July 1956)

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ORIGINAL DOCUMENT MISSING PAGE(S):

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